



LEARNING 3.0

Relearning to Learn



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Agile Coach - Adaptworks
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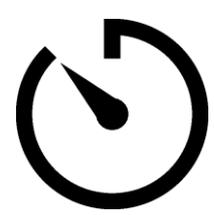
X minutes



Hands up =
Time's up!



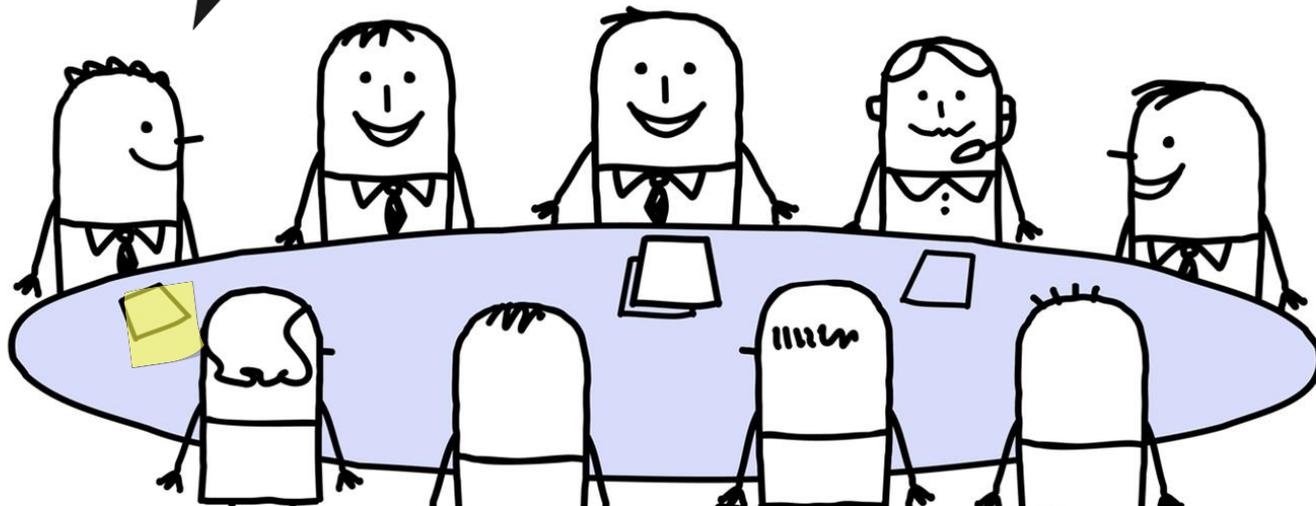
**This is a
timeboxed
moment :-)**



5 minutes

I'm _____ and the biggest problem I'm trying to solve at work today is...

Your Problem





**External
Consultants**

**Previous
"Recipes"**



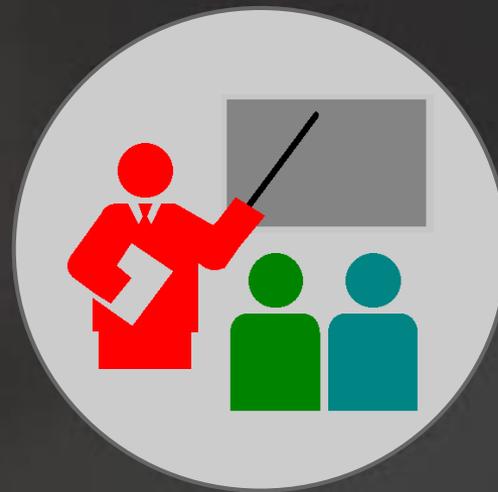
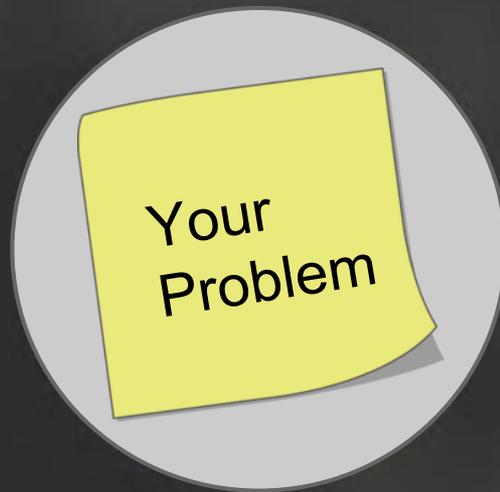
**Training
Sessions**

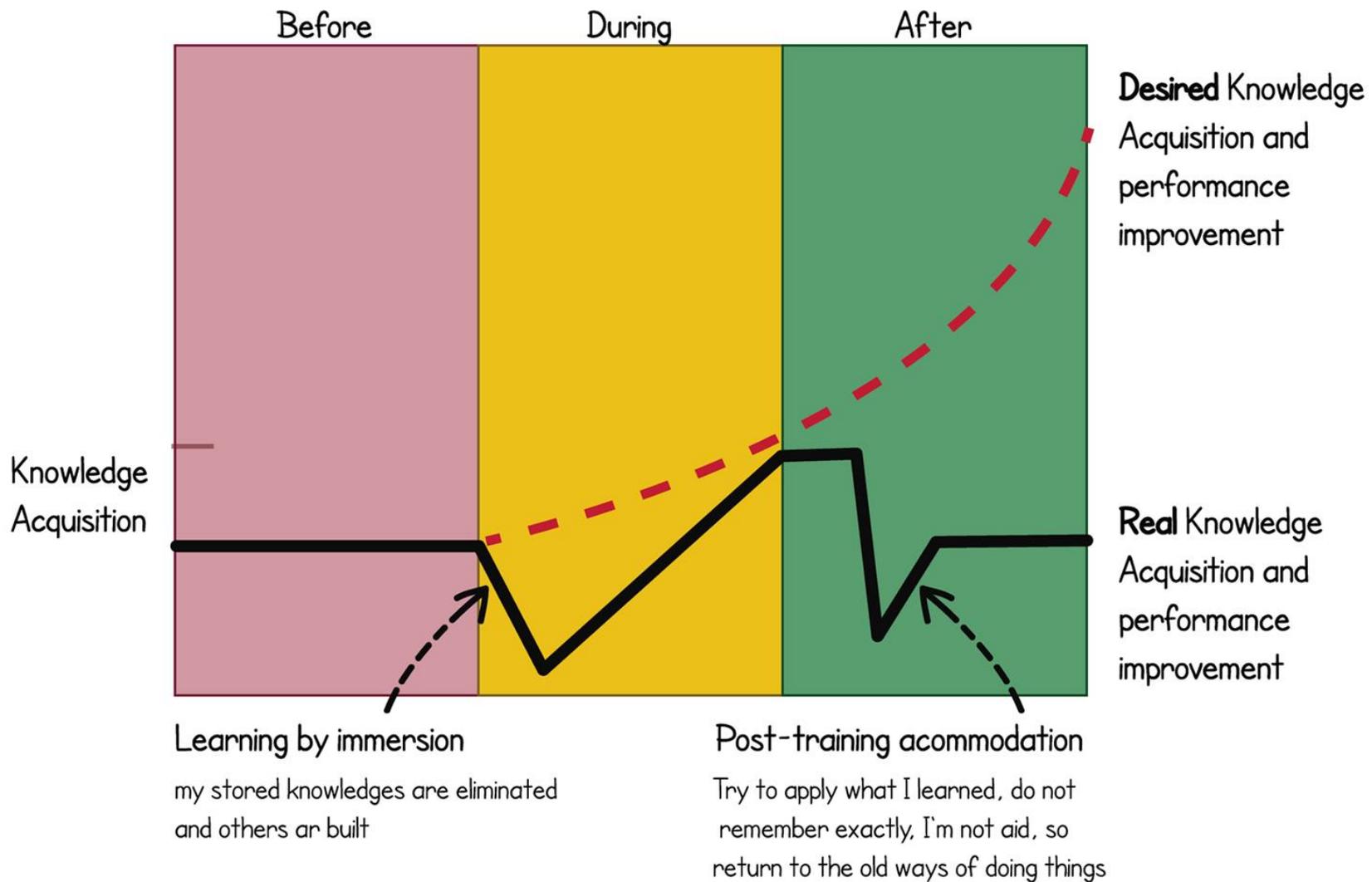


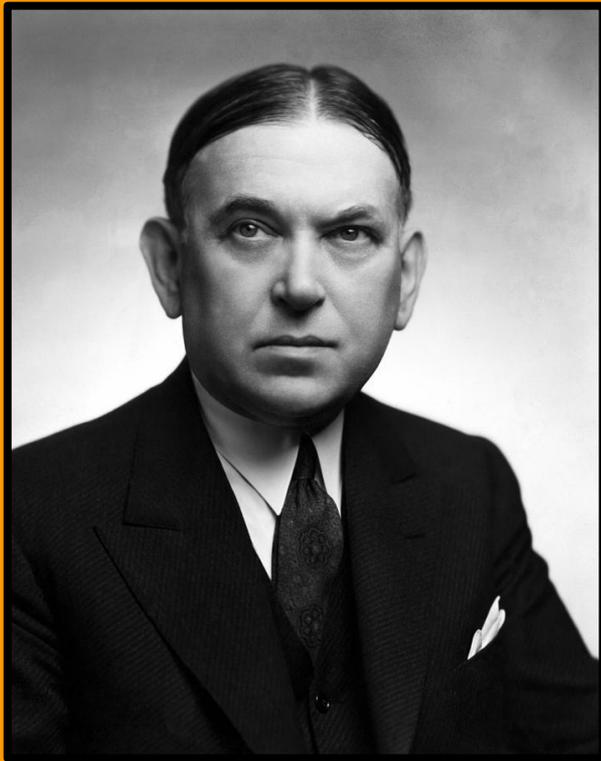
Books or Articles

It's a Match!

Your learning style can solve your problem.







**"For every complex
problem there is an answer
that is clear, simple, and
wrong."**

Henry Louis "H. L." Mencken

It's a Match!

Your learning style can solve your problem.



ALEXANDRE MAGNO

HOW CREATIVE WORKERS LEARN

Improving creativity
and learning in order
to build successful
careers during the
XXI century



Foreword by
Jurgen Appelo
Author of *Management 3.0*

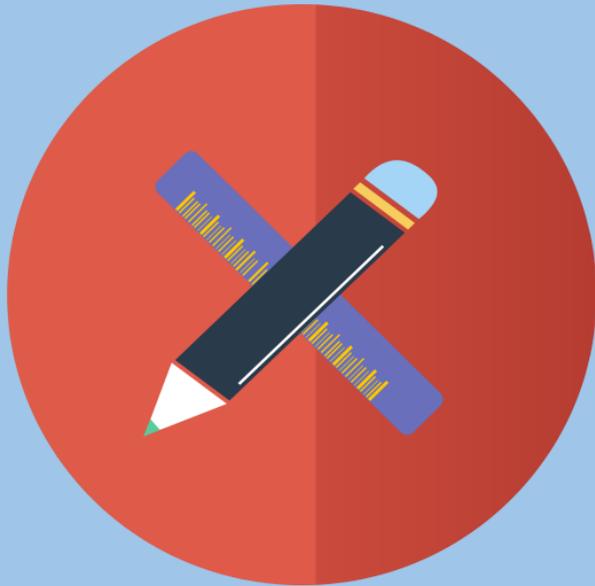
LEARNING 3.0

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The Theory





**Process of
Learning**

&

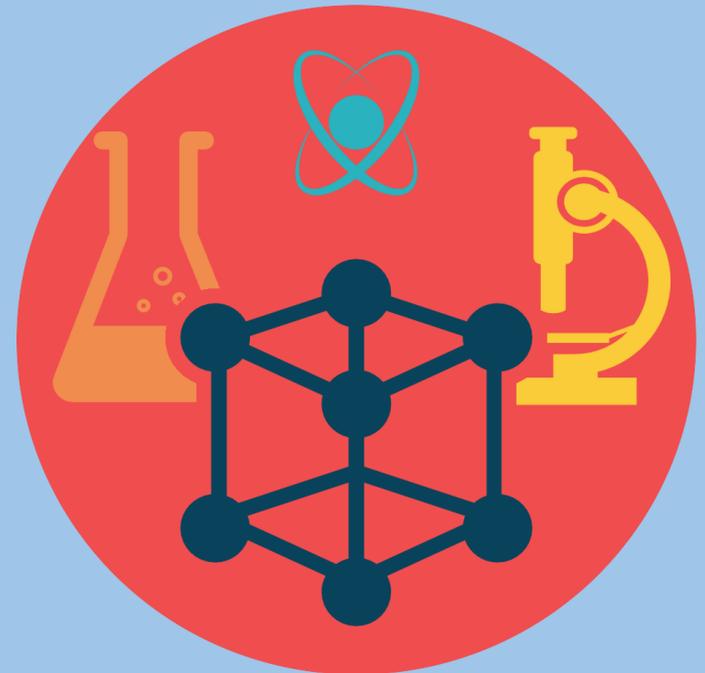


**Product of
Learning**



Prescriptive

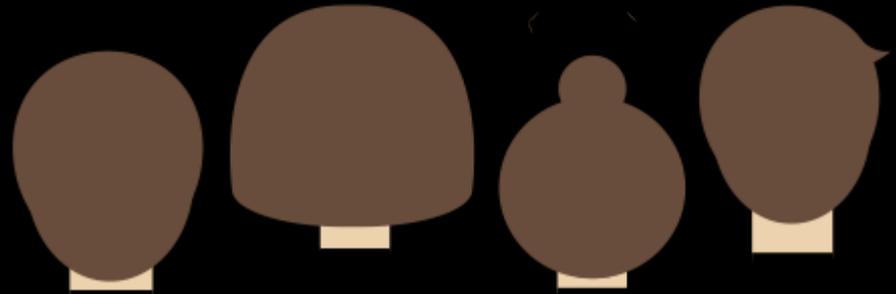
vs



Emergent



1.0



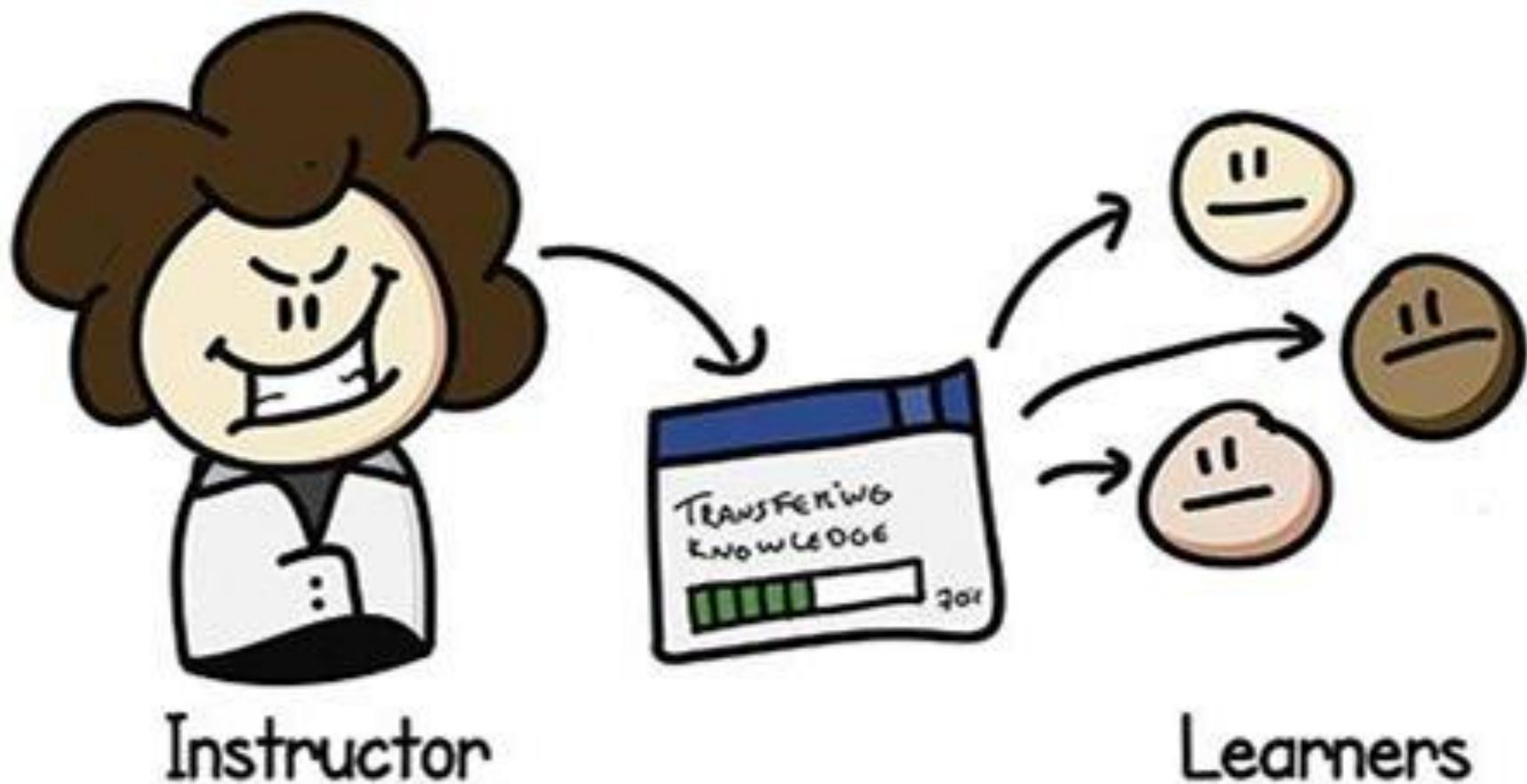


In Learning 1.0 you are a **knowledge receiver**, and we expect that an **expert or institution decides** on what and how you should learn. That is, 'the expert' decides on the product and the learning process in which you will be inserted. It is the **root of prescriptive learning**. It's where, to learn, you must be taught by a specialist.

1:n

**Decides on the
product and the
process
of learning**







2.0

In **Learning 2.0**, there is a greater investment in dialogue and **greater interaction** especially in the learning product, while maintaining the expectation that **the expert is the bearer of correct answers**. It is prescriptive learning - getting **some elements of emergent learning**. It's where to learn, you should ask the experts.



1:n

Decides on the
process and
limits
the product
of learning



3.0



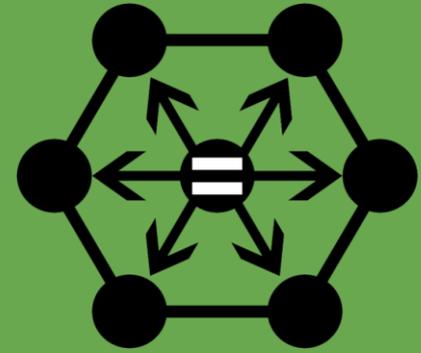


In Learning 3.0, the product of learning is no longer determined by experts, and **begins to emerge** - taking as a basis, the challenges found in your real world. The **learning process is inclusive**, promoting the confrontation of multiple perspectives. It is the root of **emergent learning**. It's where to learn, you should share.

N:N



Dialogue



Egalitarianism



**Multiple
Perspectives**

1.0



Experts define questions and answers

2.0



Learners define questions but experts define answers

3.0



Learners define both questions and answers

The Practice



LEARNING CANVAS

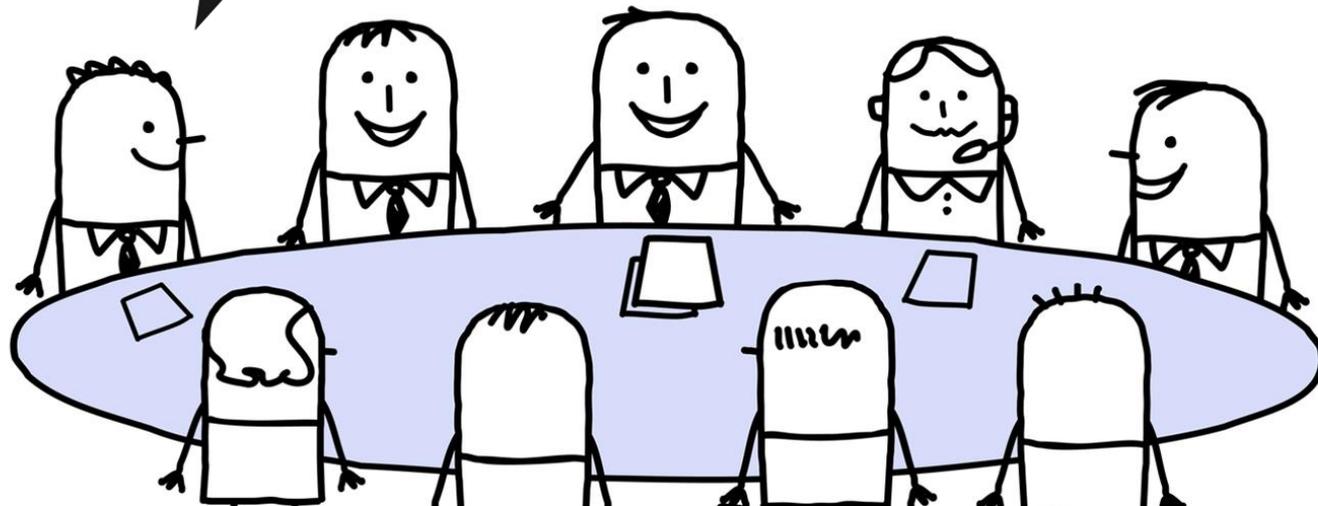
LEARNING 3.0

THEME:		WHERE:		WHEN:		
ASKER:		SHARERS:			FACILITATOR:	
PROBLEMS SYMPTOMS 	STORIES 	IDEAS 	EXPECTED RESULTS 			
			TO TRY 			
PAST		FUTURE				

LEARNING CANVAS

THEME:

How can I create an emergent learning environment on my company?



LEARNING CANVAS

LEARNING 3.0

THEME:

WHERE:

WHEN:

ASKER:

SHARERS:

FACILITATOR:

PROBLEMS | SYMPTOMS



STORIES



IDEAS



EXPECTED RESULTS



TO TRY



PAST

FUTURE



Asker - The owner of the theme



Facilitator of the process



Sharers of the stories and ideas
to address the theme

**YOUR
NAME
HERE**

Askers - The owners of the theme



Facilitators of the process

**YOUR
NAME
HERE**

Sharers of the stories and ideas
to address the theme



5 minutes

LEARNING CANVAS		LEARNING 3.0	
THEME:		WHERE:	WHEN:
ASKER:	SHARERS:	FACILITATOR:	
PROBLEMS SYMPTOMS 	STORIES 	IDEAS 	EXPECTED RESULTS 
PAST		FUTURE	
		TO TRY 	



Time's Up



10 minutes

LEARNING CANVAS		LEARNING 3.0	
THEME:		WHERE:	WHEN:
ASKER:	SHARERS:		FACILITATOR:
PROBLEMS SYMPTOMS 	STORIES 	IDEAS 	EXPECTED RESULTS 
			TO TRY 
PAST		FUTURE	



Time's Up



10 minutes

LEARNING CANVAS		LEARNING 3.0	
THEME:		WHERE:	WHEN:
ASKER:	SHARERS:		FACILITATOR:
PROBLEMS SYMPTOMS 	STORIES 	IDEAS 	
			
PAST		FUTURE	



Time's Up



5 minutes

LEARNING CANVAS		LEARNING 3.0	
THEME:		WHERE:	WHEN:
ASKER:	SHARERS:		FACILITATOR:
PROBLEMS SYMPTOMS 	STORIES 	IDEAS 	EXPECTED RESULTS 
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PAST		FUTURE	



Time's Up

Takeaways

- See the value of emergent learning!
- Become a learning facilitator! (it's a non-trivial transition)
- Apply it to your retrospectives!
- Apply it to your Communities of Practice!
- Apply it to address your organizational problems!





Get more of **LEARNING 3.0** !



Get more of **LEARNING 3.0** !



TEMA, DATA

Como criar uma organização que aprende?
(privado) - 18/09/2015



Entrega de valor: como mostrar resultados
com Ágilidade? - 19/09/2015

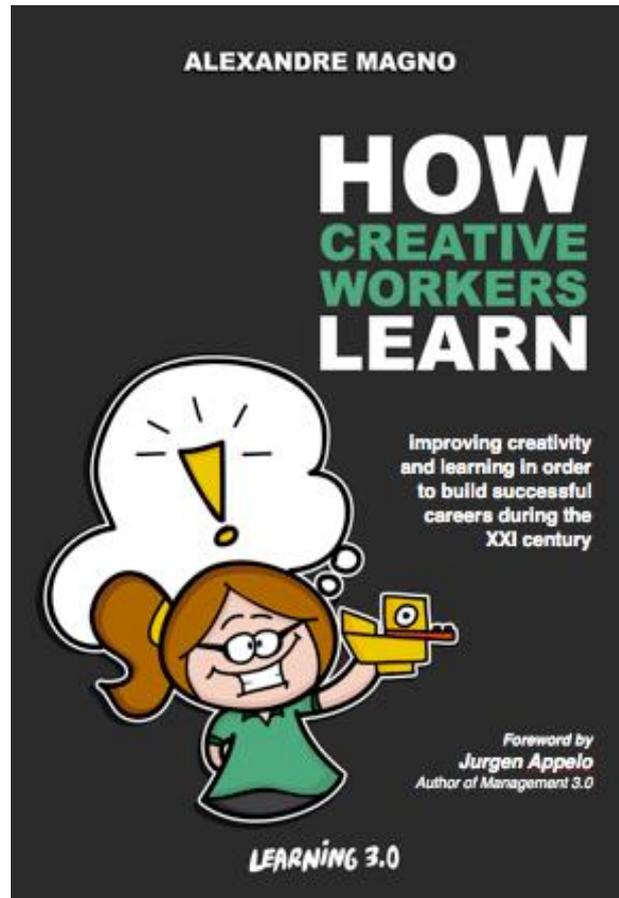


Learning 3.0 - How Creative Workers Learn -
18/10/2015



Get more of **LEARNING 3.0** !

goo.gl/EN39dj



Thank you!

:)



@caiocestari,
Learning 3.0
Facilitator



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"Sharing is the new teaching."

Slides developed by ;)



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Thank you!
:)



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